

CBES



- **Key Account Manager**
- **Head of Business Development**

CBES are one of the UK's leading providers of engineering and construction services. A subsidiary of City Refrigeration Holdings Group, the business operates across 6 specialist service divisions from 6 regional offices throughout the UK. They employ a comprehensive in-house resource to deliver all aspects of construction and engineering projects and pride themselves in being at the forefront of innovation.

In 2014, CBES appointed Mackenzie England to identify a Key Account Manager to join their senior team. With responsibility for national retail clients and projects throughout the UK, the new role required an individual with strong project management and client relationship experience as well as proven skills in the fast paced retail environment. Our experience in both construction and retail sectors was key in developing a thorough understanding of CBES's market and the target recruitment pool. We carried out an executive search across the UK, meeting with individuals in the Midlands and North East of England as well as in London and the South East. CBES were impressed with the quality and breadth of relevant candidates that Mackenzie England identified and the post was successfully filled within 6 weeks.

As a result of the relationship we developed with the CBES management team, when the company decided to appoint a Head of Business Development later in the year, they again brought us in.

The business development sector in the Scottish construction market has a limited supply of quality talent with the relevant industry knowledge, skills and experience and there is a strong community feel across professionals in this role. CBES wanted Mackenzie England to help with what they believed would be a difficult search in a challenging market, as they appreciated that our discrete and considered approach would encourage dialogue and bring their business in front of hidden talent. We helped CBES explore and understand the business development market and develop the required role into an offering that would both attract the right candidate and support the CBES business in future growth. As a result, CBES appointed a Head of Business Development in early 2015.

“At CBES we firmly believe in working with our clients in a collaborative way so the Mackenzie England approach really suits us. Martin and Pia have an excellent understanding of our business ethos and what we are trying to achieve. We have been impressed, and pleasantly surprised, by the short-listed individuals. Mackenzie England really helped to bring well suited talented individuals with the right personality and approach to fit in to our teams. We wouldn't hesitate to recommend them.”

Fraser Allan
Director, CBES